



Diversity, Equity & Inclusion Committee

October 16, 2023

12:00 – 1:00PM

Via Zoom

Confirmed Minutes

Members Present

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]

Non-Voting Members Present: [REDACTED]

Members Absent: [REDACTED]

Topic	Notes & Associated Documents	Actions
Welcome & Introductions (<i>Facilitator:</i> [REDACTED])	<ul style="list-style-type: none"> Each committee member took a moment to introduce themselves. Something to note is the committee has 2 vacant student positions that need filling. Reviewed the charge for DEIC and the Inservice presentation - DEIC Presentation 2023 Inservice 	
Review/Approval of June minutes (<i>Facilitator:</i> [REDACTED])	DEIC Meeting Minutes June 2023	Approved
Definitions feedback from Faculty/Staff Inservice (<i>Facilitators:</i> [REDACTED])	<ul style="list-style-type: none"> Last year, the committee composed an email to the Dean’s Team, asking for a few outcomes or follow-up to the definitions, with the intention that DOL’s would share them with their committees and be shared at student orientation. DEIC is interested in having other committees using these definitions and reevaluate them and apply them to their work. Some of this work 	Extend an invitation to our website specialist, [REDACTED], to the next meeting to discuss posting the



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	<p>is already happening, data tracking and reporting of this information is taking place, but the committee does not have access yet. The committee will potentially be asked to add this data tracking to the charge.</p> <ul style="list-style-type: none"> • There is support for wider dissemination and to get them posted to the SPH website. • Practice & Implementation– There is still a disconnect to practice; the committee can carefully provide more guidance on how the definitions can be used and implemented. However, it is imperative to note that we do not want to provide people with ideas of what to do with the definitions. 	<p>definitions on the website.</p>
<p>Planning for this year – Strategic Plan, Inclusion definition, definition dissemination/implementation (Facilitator: ████████)</p>	<p>Working group documents</p> <ul style="list-style-type: none"> • Inclusion definition: This is still in progress and would be beneficial to continue this year. • The Strategic Plan has been under development for the past 2 years. It is now in a more organized format, rather than just a collection of ideas. We may want to pare down and take a few things out to really focus on implementing a few crucial building blocks, otherwise it might take until the end of next year to fill everything out. • The committee will move forward with using the monthly meetings as working meetings. 	
<p>Closing & Thanks</p>	<ul style="list-style-type: none"> • Friendly reminder to all, please follow this link to the monthly chair sign-up sheet: Chair Sign Up. 	

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: *Next Meeting: Monday, November 20th from 12:00 – 1:00pm